

Invest in Dads Training Project
Department of Workforce Services ~ Office of Recovery Services
Updated: January 24, 2020

Background:

The Invest in Dads training project was created to help fathers with criminal backgrounds to:

- Create positive interactions with their children,
- Learn positive parenting skills,
- Obtain a credential that leads to employment, and
- Thereby increasing their own household income and that of their children.

Project Participants:

- Seven fathers with criminal backgrounds were selected to participate in the project.
- Three of the seven fathers have custody of their children and are receiving cash assistance.
 - Four fathers do not have custody of their child(ren).
- Three of the seven fathers are still in school with projected completion dates in the late 2020 calendar year.
- Three fathers dropped out of the Invest in Dads training project.

Outcomes:

- Education Completion Status
 - One of seven participants completed training.
 - The father who completed education is employed working 2 part time jobs.
 - One of the part time jobs is in the same occupation he was trained in (machining) and he is making \$20.00 an hour at that job.
- Incomplete / Dropout Status
 - Three of seven participants dropped out.
 - One of those who dropped out is employed FT @ \$11.00 / hour.
 - One of those who dropped out relapsed (which involved additional jail time). He is currently working with DWS to look for employment.
 - One of those who dropped out went back to jail. He is currently working with DWS as a participant in the financial assistance program to develop an individualized plan for employment.
- Child Support Status
 - Two of the fathers were paying child support prior to participating in this project and are continuing to pay child support.

Child Support Payments Collected and Remitted:

The Office of Recovery Services was provided Title IV-D child support services to three of the noncustodial parents and offers the following summary of payments due versus collected during the twelve months between December 2018 and November 2019.

Participant	Monthly Support Due	Average Payment Received	Total Support Due Dec 18 – Nov 19	Total Payments Received	Total Payments Disbursed to the Caregiver
A	\$405.00	\$201.58	4860.00	\$2418.99	\$2418.99
B	\$310.00 (12/18 to 4/19) \$166.00 (5/19 to 11/19)	\$48.63	2712.00	\$583.50	\$583.50
C	\$30.00 (12/19 to 3/19) \$197.00 (4/19 to 11/19)	\$230.04	1696.00	\$2760.51	\$2760.51

Funding:

- TANF Funding
 - There are opportunities for use of TANF to serve noncustodial parents for education as long as the custodial parent and children are eligible for TANF.
- Title IV-D (ORS)
 - Exemptions can be requested to allow Title IV-D incentive funds to be used for noncustodial parent work activities (IM-18-02). This option does not allow states to draw down matching federal funds.
 - Note: ORS has currently earmarked any incentive funds for use in removing their out-of-date computer system from the state's mainframe and subsequent modernization efforts.)
 - Office of Child Support Enforcement (OCSE) has indicated that 1115 demonstration waivers will be considered that could allow states to use Title IV-D funds for employment programs for noncustodial parents (IM-19-04).
 - The funding must be used to promote the objectives of the Title IV-D program, states must provide their share (34%) of the funding for section 1115 waivers without redirecting funds away from the child support program. And, the requesting agency must invest new funds for its portion of the cost for the demonstration activities

Other States:

There are several states running demonstration projects for noncustodial parents - very few have yet reported outcomes.

- Texas [Noncustodial Parent Choices](#)
 - The Noncustodial Parent (NCP) Choices program targets low-income unemployed or underemployed noncustodial parents who are behind on their child support payments and whose children are current or former recipients of public assistance. The goal of the program is to help noncustodial parents overcome substantial barriers to employment and career advancement while becoming economically self-sufficient and making consistent child support payments.
 - Outcomes: The following information has been collected regarding the NCP Choices program between August 2005 and August 2017:
 - 71 percent of participating noncustodial parents entered employment.
 - On average, the noncustodial parents entered employment within eight weeks.
 - 77 percent of participating noncustodial parents retained employment for at least six months.
 - More than 38,000 NCPs have been enrolled and over \$339 million in child support was collected through August 2017, of which approximately 10 percent was used to repay TANF, Medicaid, foster care and child support collections programs.
 - [They must be court ordered to participate.](#) The program engages court ordered participants to meet with a counselor, develop a plan for job search and employment.
- Wisconsin [Children First Program](#)
 - Court ordered program.
 - The parent completes the program when they are making on-time child support payments for 12 weeks or by completing 16 weeks of participation.
- The Office of Child Support Enforcement awarded eight states a grant in 2012 to launch the National Child Support Noncustodial Parent Employment Demonstration (CSPED).
 - The project's study lasted from October 2013 through September 2016, and involved 10,161 eligible noncustodial parents.
 - The CSPED Benefit-Cost Analysis Report was published in March 2019 (acf.hhs.gov/css/resources/csped-findings-from-the-benefit-cost-analysis). The report measures costs and benefits in a variety of ways, but states that the "net benefit of this program are as follows:
 - "When evaluated over the two-year follow-up period for which we have data, the net benefit analysis indicates that CSPED benefited custodial parents and children and noncustodial parents, but these benefits did not outweigh the costs to the government of operating CSPED relative to providing regular child support services..." (p. xii)

Future Development of New Programs:

- Utah's demonstration project did not have the desired outcomes and neither DWS nor ORS recommends continuation of the current iteration.
- OCSE continues to believe that Title IV-D-led noncustodial parent employment programs are very valuable for states even though their own studies do not demonstrate a positive cost-benefit analysis.
 - That said, it would be unfortunate to overlook the benefit to individual families whose noncustodial parents might take advantage of any available employment opportunities.
 - ORS feels that DWS already specializes in employment services and there is little advantage to having Utah's child support program attempt to recreate the efforts of Utah's existing employment program.
- At this time, the recommendation calls for ORS and DWS to continue collaborative activities allowing ORS' unemployed noncustodial parents to access DWS existing employment programs.